

MINNEAPOLIS POLICE DEPARTMENT

MPD Vision & Culture

Chief Medaria Arradondo

CHIEF ARRADONDO'S VISION STATEMENT

A letter from the Chief to the MPD Staff, September 2017

Moving Forward: Trust, Accountability and Professional Service

I am humbled and most appreciative to be your Chief. As we continue our journey moving forward it's important that you know my leadership vision and what you can expect from me as your Chief. It is also important that you know what I expect from both sworn and civilian members each and every day you come to work. As you read my vision statement crafted to lead and to move the MPD forward please know this: every word you're about to read is genuine, authentic and grounded in my core beliefs and character. As your Chief I promise I will lead by example in both my words and actions. For those of you who wear the Minneapolis Police Department badge, wear it proudly. This is an honorable and noble calling. You are a select group of individuals who have dedicated your life to serving the Minneapolis community. Your service is a labor of love. The police profession places you in harm's way while protecting those you may never know. Thus, I thank you for your service.

Sanctity of Life is the most precious of all your duties. I expect you and our community members to go home safely at the end of each day. There are inherent dangers within this profession. However, the overwhelming majority of your interactions with our community don't require the use of force. Continue to strengthen your interpersonal communication and your de-escalation skills. As your Chief, I expect a lot of you. The public does too. If you experience disrespect, you are not to respond in kind. Do all you can to protect and serve in a way that minimizes harm and risk of personal injury to yourselves and to our community members.

Your word is everything so keep it. Be truthful in all you say or put in writing. The first time you are not truthful it will always be remembered. If you are not truthful in the course of your duties, regardless of the situation, then you have committed one of the most egregious acts you can commit as someone who wears the MPD badge. Likewise, if you know a colleague is not being truthful and you remain silent, once again, you are complicit in one of the most egregious acts you can commit as someone who wears the MPD badge. We MUST be accountable to each other and the communities we serve. There is no place in the MPD for employees who are not truthful. If you are not truthful in the course of your duties you render yourself useless as an MPD employee. Those we serve will not tolerate employees who are not truthful. As your Chief, I will not tolerate untruthfulness.

Public trust is the backbone of law enforcement. If there is trust, the community will support and cooperate with the police. If the public trust is breached, it seriously damages the relationship between the community and the police department. Without trust the community will not respect or cooperate with the police which can make the MPD ineffective. If an MPD employee breaches the public trust or brings contempt to the department and the badge we wear, then they have forfeited their opportunity to serve on our department.

Every aspect of our professional service must demonstrate commitment to procedural justice. We will act by giving others Voice and Respect, being Neutral and building Trust in our interactions with those we serve, as well as with other MPD employees. In order for us to build authentic and genuine trust we must serve ALL our communities without bias or favor and provide the highest in professional policing service. Discrimination by any member of the MPD in any form, through words or actions, will never be tolerated by me as your Chief. These actions destroy all the good work so many have accomplished over the years in building trusting relationships with our communities. Discrimination of any kind has absolutely no place or refuge in the MPD.

As an MPD employee, know that what we do in our personal life can never be separated from how those we serve see us professionally. If your personal conduct and actions, including expressing your opinions or views via social media, are not something you would openly do while on duty then simply don't do it. MPD employees are held to a higher standard than the general public and we should be. Your conduct off duty can be a reflection on our entire organization. If an MPD employee engages in conduct off duty that brings shame and mistrust to the MPD, those actions will be addressed as serious as they would be if you were on duty. Effective immediately, on or off duty misconduct that may have been tolerated years ago will not be tolerated under my leadership.

Adversity impacts us all and can affect us in a variety of ways. Your health and wellness is vitally important to me. I expect you to be aware of, and use, the many health and wellness resources the MPD and the City of Minneapolis has to offer. In your careers you will experience adversity and perhaps even trauma. If you are experiencing personal or professional issues that might create problems for you, I expect you to avail yourself of the health and wellness resources the MPD offers. Take advantage of these resources as soon as possible. If you have reason to believe that a colleague might be struggling, I expect you to remind that colleague of health and wellness resources. Ignoring the issues and not taking advantage of the resources, then committing conduct that jeopardizes your employment, is neither wise nor beneficial to you. Seek out services today that can hopefully address and resolve your issues. If an employee seeks health and wellness services for the first time, only after they have engaged in conduct that violates policy and procedure, that will significantly factor into any disciplinary decisions their own actions cause me to make.

Supervisors, you are in the most important position of all within the department. You are entrusted by me and the people we serve to faithfully give proper instruction, guidance, coaching, training and discipline to your subordinates. When you fail to do this you can single handedly destabilize our department's foundation and the trust we have built with those we serve. When our employees' performance is not adequate, or damages relationships with our communities or co-workers, I will reasonably ask and inquire "where was their supervision?" Be the exemplary supervisor that you would want to work for. As your Chief, I will support you in your good faith mistakes. Don't be passive or too hesitant in making challenging or tough decisions. Your employees are looking to you to lead and make these decisions. Our community expects you to do the same. Create your legacy of leadership by being a professional, active and fair supervisor.

Lastly, my vision does not abandon the important tenets of MPD 2.0. However, we as an organization have now evolved from it. Moving forward, we will focus on procedural justice to create a new MPD culture. Moving forward, our culture will be based on "Trust, Accountability and Professional Service." We will endeavor to build Trust with our communities, seek to ensure Accountability to those we serve, and strive to deliver the highest Professional Service. We are peace officers and civilian team members of the MPD at a critical time in our city and country where both historical trauma and present day trauma have placed greater importance and responsibility on our service to our communities. The community we serve expects us to be guardians and honorable stewards of the public trust. In these challenging times we have an incredible opportunity to create a new MPD culture and redefine what it means to be true servants of the people.

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Our sworn and civilian team members' dedication and professionalism make the MPD truly one of the finest police departments in the nation.

Thank you again.

My best,
Chief Medaria "Rondo" Arradondo

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Thank you again.

My best,
Chief Medaria "Rondo" Arradondo

CHIEF ARRADONDO'S VISION STATEMENT

A letter from the Chief to the MPO Staff, September 2021

Working Forward: Trust, Accountability, and Professional Service

SANCTITY OF LIFE AND DE-ESCALATION

1. Sanctity of Life is the most precious of all your duties. I expect you and our community members to go home safely at the end of each day. There are inherent dangers within this profession. However, the overwhelming majority of your interactions with our community don't require the use of force. Continue to strengthen your interpersonal communication and your de-escalation skills.

CHIEF ARRADONDO'S VISION STATEMENT

A letter from the Chief to the WFO Staff, September 2021

Moving Forward: Trust, Accountability, and Professional Service

I am honored and most appreciative to be your Chief. As we continue our journey moving forward it is important that you know my leadership vision and what you can expect from me as your Chief. It is also important that you know what I expect in both ways and what members need and want for you come to work. As you read my vision statement reflect on what you think the WFO should be and how we can best serve our community.

As an WFO employee, know that what we do in our personal life can never be separated from how those we serve see us professionally. Your personal conduct and actions, including expressing your opinions or views on social media, are not something you would expect to write or say that might harm us. WFO employees are held to a higher standard than the general public and we should be. Your conduct off duty can be a reflection on our entire organization. For WFO employees engaged in conduct off duty that brings shame and discredit to the WFO, those actions will be addressed as serious as they would be if you were on duty. Offenses immediately, on or off duty misconduct that may have been intended or not will not be tolerated under my leadership.

Ministry impacts us all and our effort is in a variety of ways. Your health and wellness is vitally important to me. I expect you to be aware of, and use, the many health and wellness resources the WFO and the City of Minneapolis has to offer. In your system, you will experience adversity and perhaps even trauma. If you are experiencing personal or professional issues

SANCTITY OF LIFE AND DE-ESCALATION

2. As your Chief, I expect a lot of you. The public does too. If you experience disrespect, you are not to respond in kind. Do all you can to protect and serve in a way that minimizes harm and risk of personal injury to yourselves and to our community members.

Public trust is the foundation of law enforcement. Without trust, the community will support and cooperate with the police. If the public trust is breached, it seriously damages the relationship between the community and the police department. Without trust the community will not respect or cooperate with the police which can make the WFO ineffective. For WFO employees to restore the public trust or bring confidence to the Department and the badge we wear, then they have forfeited their opportunity to serve in our Department.

Every aspect of our professional service must demonstrate commitment to procedural justice. We will act by giving others time and respect, being honest and building trust in our interactions with those we serve, as well as with other WFO employees. In order for us to build authentic and genuine trust we must serve the community without bias or fear and provide the highest in professional police service. Discrimination by any member of the WFO in any form, through words or actions, will never be tolerated by me as your Chief. Those actions during all the good work we have been accomplished over the years in building trusting relationships with our communities. Discrimination of any kind has absolutely no place or refuge in the WFO.

Police have members of the WFO at a critical time in our city and country where both historical trauma and present day trauma have placed greater importance and responsibility on our service to our communities. The community we serve expects us to be guardians and honorable stewards of the public trust. In these challenging times we have an incredible opportunity to create a new WFO culture and redefine what it means to be true servants of the people.

Public safety is not just the absence of crime, it is the presence of justice. As your Chief, I am confident and determined that I can deliver and achieve the vision I have set forth for the Minneapolis Police Department, collectively we will be on the right side of history.

Our sworn and civilian team members' dedication and professionalism make the WFO truly one of the finest police departments in the nation.

Thank you again.

My best,
Chief Mark "Moose" Arradondo

CHIEF ARRADONDO'S VISION STATEMENT

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Moving Forward: Trust, Accountability, and Professional Service

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TRUST REQUIRED OATH COMMUNITY

1. Public trust is the backbone of law enforcement. If there is trust, the community will support and cooperate with the police. If the public trust is breached, it seriously damages the relationship between the community and the police department.

Not being visible and you cannot expect the community will support and cooperate with the police. There is no place in the WFO for employees who are not visible to the community. If you believe you, under personal conduct as an WFO employee, there are not visible to your Chief, will not tolerate conduct.

Public trust is the backbone of law enforcement. If there is trust, the community will support and cooperate with the police. If the public trust is breached, it seriously damages the relationship between the community and the police department. Without trust the community will not support or cooperate with the police which can make the WFO ineffective. For WFO employees breaches the public trust or brings discredit to the Department and the badge we wear, then they have forfeited their opportunity to serve in our Department.

Every aspect of our professional service must demonstrate commitment to professional public. We will act by giving others time and respect, being honest and building trust in our interactions with those we serve, as well as with other WFO employees. In order for us to build authentic and genuine trust we must serve the community without bias or fear and provide the highest in professional public service. Discrimination by any member of the WFO in any form, through words or actions, will never be tolerated by me as your Chief. Those actions during all the good work we have been accomplished over the years in building trusting relationships with our communities. Discrimination of any kind has absolutely no place or refuge in the WFO.

Lastly, my vision does not abandon the important needs of WFO U.S. However, as an organization have now evolved from it. Moving forward, we will focus on professional public to create a new WFO culture. Moving forward, our culture will be based on "Trust, Accountability and Professional Service" We will endeavor to build trust with our communities, seek to ensure Accountability to those we serve, and strive to deliver the highest Professional Service. We are police officers and civilian team members of the WFO at a critical time in our city and country where both historical trauma and present day trauma have placed greater importance and responsibility on our service to our communities. The community we serve expects us to be guardians and honorable stewards of the public trust. In these challenging times we have an incredible opportunity to create a new WFO culture and redefine what it means to be true servants of the people.

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Thank you again.

My best,
Chief Markes "Mark" Arradondo

CHIEF ARRADONDO'S VISION STATEMENT

A letter from the Chief to the MPD Staff, September 2021

Moving Forward: Trust, Accountability, and Professional Service

TRUST REQUIRED OATH COMMUNITY

2. Without trust the community will not respect or cooperate with the police which can make the MPD ineffective. If an MPD employee breaches the public trust or brings contempt to the department and the badge we wear, then they have forfeited their opportunity to serve on our department.

As an MPD employee, know that what we do in our personal life can never be separated from how those we serve see us professionally. Your personal conduct and actions, including expressing your opinions or views on social media, are not something you should spend the while of day thinking about. As an MPD employee, we hold a higher standard than the general public and we should be. Your conduct off duty can be a reflection on our entire organization. For MPD employees engaged in conduct off duty that brings shame and contempt to the MPD, those actions will be addressed as serious as they would be if you were on duty. Offenses immediately, on or off duty, misconduct that may have been tolerated previously will not be tolerated under this leadership.

From this MPD employee, what you see is what you get. You are an MPD employee. There are no secrets. In your Chief, we see the same commitment.

Public trust is the backbone of our department. The community will support and cooperate with the police if the public trust is maintained. I am committed to building trust between the community and the police department. Without trust the community will not respect or cooperate with the police which can make the MPD ineffective. If an MPD employee breaches the public trust or brings contempt to the department and the badge we wear, then they have forfeited their opportunity to serve on our department.

Every aspect of our professional service must demonstrate commitment to providing public. We will act by giving others time and respect, being honest and building trust in our interactions with those we serve, as well as with other MPD employees. In order for us to build authentic and genuine trust we must serve the community without bias or fear and provide the highest in professional police service. Discrimination by any member of the MPD in any form, through words or actions, will never be tolerated by me as your Chief. Those actions during all the good work we have been accomplished over the years in building trusting relationships with our communities. Discrimination of any kind has absolutely no place in life in the MPD.

Based on "Trust, Accountability, and Professional Service" We will continue to build trust with our communities, seek to ensure accountability to those we serve, and strive to deliver the highest Professional Service. We are peace officers and civilian team members of the MPD at a critical time in our city and country where both historical trauma and present day trauma have placed greater importance and responsibility on our service to our communities. The community we serve expects us to be guardians and honorable stewards of the public trust. In these challenging times we have an incredible opportunity to create a new MPD culture and redefine what it means to be true servants of the people.

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Thank you again.

My best,

Chief Mark "Boss" Arradondo

Procedural Justice - Focusing on the “HOW”

- Procedural Justice is placing emphasis on the interactions between Officers and the people they serve. Giving others voice, treating all we meet respectfully, making neutral decisions and building trust with the community.
- When our interactions with those we meet are procedurally just, it shapes the public's view of the police and increases MPD's legitimacy and the public's willingness to participate in public safety.



CHIEF ARRADONDO'S VISION STATEMENT

A letter from the Chief to the MPD Staff, September 2021

Being There, Trust, Accountability, and Professional Service

PROCEDURAL JUSTICE

1. Every aspect of our professional service must demonstrate commitment to procedural justice. We will act by giving others Voice and **Respect**, being **Neutral** and building **Trust in** our interactions with those we serve, as well as with other MPD employees. **In order for us to build authentic and genuine trust we must serve ALL our communities without bias or favor and provide the highest in professional policing service.**

If you believe and adhere to the vision I have set forth, the Minneapolis Police Department, collectively, we will be on the right side of history.

Our vision and unified team mindset, dedication and professionalism make the MPD truly one of the finest police departments in the nation.

Thank you again.

My best,
Chief Markie "Markie" Wouda

CHIEF ARRADONDO'S VISION STATEMENT

© 2017 The Chief of the MPD Staff, September 2017

As an MPD employee, you are part of a team that is dedicated to the highest level of service to the community. Your personal conduct and actions, including representing your agency in public or social media, are not exempt from the standards of conduct that apply to all MPD employees. You are a member of the MPD team and your actions reflect on the entire organization. The MPD staff is committed to the highest standards of conduct and integrity. Your conduct of duty can be a reflection of our entire organization. The MPD staff is committed to the highest standards of conduct and integrity. Your conduct of duty can be a reflection of our entire organization. The MPD staff is committed to the highest standards of conduct and integrity. Your conduct of duty can be a reflection of our entire organization.

HEALTH AND WELLNESS

1. Adversity impacts us all and can affect us in a variety of ways. Your health and wellness is vitally important to me. I expect you to be aware of, and use, the many health and wellness resources the MPD and the City of Minneapolis has to offer. In your careers you will experience adversity and perhaps even trauma. If you are experiencing personal or professional issues that might create problems for you, I expect you to avail yourself of the health and wellness resources the MPD offers. Take advantage of these resources as soon as possible.

As an MPD employee, you are part of a team that is dedicated to the highest level of service to the community. Your personal conduct and actions, including representing your agency in public or social media, are not exempt from the standards of conduct that apply to all MPD employees. You are a member of the MPD team and your actions reflect on the entire organization. The MPD staff is committed to the highest standards of conduct and integrity. Your conduct of duty can be a reflection of our entire organization. The MPD staff is committed to the highest standards of conduct and integrity. Your conduct of duty can be a reflection of our entire organization.

Thank you again,
Myself,
Chief Arradondo "Arra" Arradondo

HEALTH AND WELLNESS

2. If you have reason to believe that a colleague might be struggling, I expect you to remind that colleague of health and wellness resources. Ignoring the issues and not taking advantage of the resources, then committing conduct that jeopardizes your employment, is neither wise nor beneficial to you. Seek out services today that can hopefully address and resolve your issues. If an employee seeks health and wellness services for the first time, only after they have engaged in conduct that violates policy and procedure, that will significantly factor into any disciplinary decisions their own actions cause me to make.

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ACCOUNTABILITY

1. Your word is everything so keep it. Be truthful in all you say or put in writing. The first time you are not truthful it will always be remembered. If you are not truthful in the course of your duties, regardless of the situation, then you have committed one of the most egregious acts you can commit as someone who wears the MPD badge. Likewise, if you know a colleague is not being truthful and you remain silent, once again, you are complicit in one of the most egregious acts you can commit as someone who wears the MPD badge.

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ACCOUNTABILITY

2. We MUST be accountable to each other and the communities we serve. There is no place in the MPD for employees who are not truthful. If you are not truthful in the course of your duties you render yourself useless as an MPD employee. Those we serve will not tolerate employees who are not truthful. As your Chief, I will not tolerate untruthfulness.

Thank you again.

My best,

Chief Mark "Boss" Arradondo

CHIEF ARRADONDO'S VISION STATEMENT

A letter from the Chief to the MPD Staff, September 2007

Moving Forward: Trust, Accountability, and Professional Service

I am honored and most appreciative to be your Chief. As we continue our journey moving forward it is important that you know my leadership vision and what you can expect from me as your Chief. It is also important that you know what I expect from you.

As an MPD employee, know that what we do in our personal life can never be separated from how those we serve see us professionally. Your personal conduct and actions, including expressing your opinions or views via social media, are not something you would openly do while on duty then simply don't do it. MPD employees are held to a higher standard than the general public and we should be. Your conduct off duty can be a reflection on our entire organization. The MPD employees are held to a higher standard than the general public and we should be. Your conduct off duty can be a reflection on our entire organization. The MPD employees are held to a higher standard than the general public and we should be. Your conduct off duty can be a reflection on our entire organization.

Accountability is a key component of our vision. It is important that you know what I expect from you. It is also important that you know what I expect from you. It is also important that you know what I expect from you. It is also important that you know what I expect from you.

ACCOUNTABILITY

3. As an MPD employee, know that what we do in our personal life can never be separated from how those we serve see us professionally. If your personal conduct and actions, including expressing your opinions or views via social media, are not something you would **openly do while on duty then simply don't do it.** MPD employees are held to a higher standard than the general public and we should be. Your conduct off duty can be a reflection on our entire organization.

CHIEF ARRADONDO'S VISION STATEMENT

A letter from the Chief to the MPD Staff, September 2007

Moving Forward: Trust, Accountability, and Professional Service

I am honored and most appreciative to be your Chief. As we continue our journey moving forward it is important that you know my leadership vision and what you can expect from me as your Chief. It is also important that you know what I expect from each of you and our members each and every day you come to work. As you read my vision statement I expect to hear from you. The MPD Board believes that this vision statement should be read, discussed, and understood by all of our employees, officers, and supervisors.

As an MPD employee, know that what we do in our personal life can never be separated from how those we serve see us professionally. Your personal conduct and actions, including expressing your opinions or views on social media, are not something you should spend the time or day then simply turn on as a MPD employee. We hold a higher standard than the general public and we should be. Your conduct off duty can be a reflection on our entire organization. The MPD employee engages in conduct off duty that brings shame and mistrust to the MPD. Those actions will be addressed as serious as they would be if you were on duty. Effective immediately, on or off duty misconduct that may have been tolerated years ago will not be tolerated under my leadership.

Accountability impacts us all and our efforts to build trust and accountability are a daily important to me. I expect you to be aware of and use the power of your position as a MPD employee to help the City of Minneapolis have a better, more professional and trustworthy police department.

ACCOUNTABILITY

4. If an MPD employee engages in conduct off duty that brings shame and mistrust to the MPD, those actions will be addressed as serious as they would be if you were on duty. Effective immediately, on or off duty misconduct that may have been tolerated years ago will not be tolerated under my leadership.

Trust is the foundation of our relationship with the community. Without trust, the community will not respect or cooperate with the police which can make the MPD ineffective. The MPD employee understands the public trust is being entrusted to the Department and the badge we wear. When they have forfeited their opportunity to serve in our Department.

Every aspect of our professional service must demonstrate commitment to professional public. We will not be giving officers time and respect, being honest and building trust in our interactions with those we serve, as well as with other MPD employees. In order for us to build authority and gain trust we must serve the community without bias or fear and provide the highest in professional police service. Discrimination by any member of the MPD in any form, through words or actions, will never be tolerated by me as your Chief. Those actions during all the good work we have been accomplished over the years in building trusting relationships with our communities. Discrimination of any kind has absolutely no place in life or in the MPD.

Trust is the foundation of our relationship with the community. Without trust, the community will not respect or cooperate with the police which can make the MPD ineffective. The community has a right to know what we are doing and how we are doing it. In these challenging times we have an incredible opportunity to create a new MPD culture and redefine what it means to be true servants of the people.

Public safety is not just the absence of crime, it is the presence of justice. As your Chief, I am confident and determined that I can deliver and achieve the vision I have set forth for the Minneapolis Police Department, collectively we will be on the right side of history.

Our officers and civilian team members' dedication and professionalism make the MPD truly one of the finest police departments in the nation.

Thank you again.

My best,
Chief Richard "Randy" Arradondo

Police Duty to Report

- **Professional code of conduct, also known as duty to report:** “Employees must immediately, or as soon as reasonably possible, report any misconduct at a scene of an incident to their supervisor or the supervisor at the scene, as well as to the Internal Affairs Unit. This includes, but is not limited to, unreasonable force.” This policy revision reinforces and provides more clarity to the Police Department’s current standards of reporting and it goes as far as including the wording “unreasonable force.”



Police Duty to Intervene

- **Duty to intervene:** “It shall be the duty of every sworn employee present at any scene where physical force is being applied to either stop or attempt to stop another sworn employee when force is being inappropriately applied or is no longer required.” This policy places responsibility on an officer if he or she observes the inappropriate application of force and does not proactively attempt to stop it.



Measures of Accountability

- Supervision
- Training
- Mentoring
- Coaching
- Discipline







CLOSING STATEMENT

Public safety is not just the absence of crime; it is the presence of justice. As your Chief I am confident and determined that if you believe and adhere to the vision I have set forth the Minneapolis Police Department, collectively we will be on the right side of history.

This is the MPD Video

- <https://www.youtube.com/watch?v=XdnQah9Jzu0>



Transformational Change - The Future of MPD

- Organizational Goals:
 - Continue to develop current and future leaders into strong advocates of an evolving culture
 - Ensure the work of the current administration becomes part of the long-term MPD identity



Transformational Change - The Future of MPD

- Develop Cultural Leadership
 - Goal: Continue the work of strengthening the current and future leadership team across areas of efficiency, accountability, communications, strategic thinking and problem solving
 - Current Leadership Training Analysis
 - Cultural Leadership Toolkit
 - High Potential Leadership Activation
 - Internal Leadership Capability



Commitment to Change Strategic and Intentional Focus on Identifying and Supporting the Future Leadership within the MPD

- Assignments
- Promotions
- Training



Civilian Employees

- Our Civilian team members are often behind the scenes and not always in the public's eye, but they have an essential role in the MPD's culture and their work is critical to our public safety efforts. Every employee is recognized, appreciated and valued.



Civilian Employees



Current Sworn Diversity of the MPD



2019 Diversity

(as of 7/24/19)

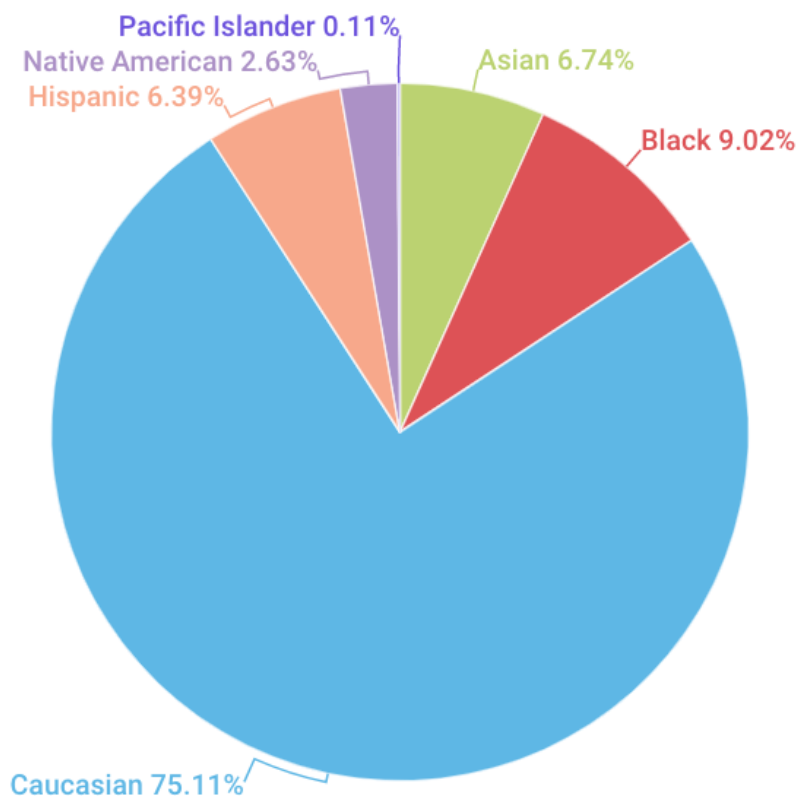
Sworn Females: **126 (14.38%)**

Sworn Males: **750 (85.62%)**

People of Color Totals: **218 (24.89%)**

Total Employees: **876 (100%)**

Sworn Men and Women Diversity 2019



CSO Graduation Class (June 2019)

